

**Health Workforce Advisory Committee Meeting Notes
August 30, 2005**

I. Introduction Status/Update Health Workforce Advisory Committee

Rene Cabral-Daniels welcomed attendees and provided a brief summation of history of the Health Workforce Advisory Committee. Attendees provided a brief introduction about themselves.

II. Attendees/Organizational Affiliation

Attendees:	
Facilitator: Karen E. Reed , Recruitment Manager Virginia Department of Health, Office of Health Policy & Planning	
Rene Cabral-Daniels	Virginia Department of Health
Norma Marrin	Virginia Department of Health
Ellen McCutheon	Virginia Department of Health
Dr. Karen Day	Virginia Department of Health
Dr. Stephen Mick	Virginia Commonwealth University
Tony Lawson,	Southwest Graduate Medical Education Consortium
Deborah Correll,	Department of Medical Assistance Services
Becky Bowers-Lanier	Virginia Partnership for Nursing
Karin Guye,	Virginia Primary Care Association
Dr. Maricel Quintana-Baker	SCHEV – Central Virginia
Dr. John Owen	University of Virginia
Neal Graham	Virginia Primary Care Association
Shirley Gibson	Virginia Commonwealth University
Ashley Colvin	JLARC
Joanne Wakeham	Virginia Department of Health, DOV
Dr. Terry Dickenson	Virginia Department of Health
Robert Alpino	Eastern Virginia Medical school
Marcella T. Griggs	Radford University & VPCN
J. Pickral	VPHA
Linda Bohanon	Virginia Area Health Education Center
Jane Wills	Rappahannock Area Health Education Center

III. Health Workforce Issues Panel Presentations

Dr. Stephen Mick provided information regarding the first phase of his physician workforce study. Dr. Mick explained that the materials discussed provided an overview of the scope and nature of the project. Further he reported that concrete findings would be provided in the final report and may be shared at next years HWAC meeting.

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Dr. Maricel Quintana-Baker, Director, provided an update on information pertaining to Virginia's SCHEV report Condition of Nursing and Nursing Education in the Commonwealth.

Tony Lawson, Director, Southwest Graduate Medical Education Consortium, provided information regarding the Ratio of Primary Care Providers to Population Service Area of the Southwest Virginia Graduate Medical Education Consortium. Mr. Lawson discussed the Consortium's annual southwest physician survey.

Jane Wills, Director, Rappahannock Area Health Education Center provided information on non-traditional funding sources that are available to address health workforce issues. Specifically, Ms. Wills addressed a program designed to assist in eliminating language barriers for Hispanic nursing students with limited English proficiency, co-sponsored by the US Department of Labor Employment and Training Administration and the Rappahannock Area Health Education Center.

Susan Alford, Director, Southwest Area Health Education Center, was a scheduled presenter. However, she was not able to attend but provided members with a letter explaining a nursing workforce initiative that is being handled by her office.

(Presenters who used handouts with their presentations are included on the website.)
<http://www.vdh.virginia.gov/primcare/center/hwac/hwac.asp>

IV. VDH Health Care Workforce Initiatives Panel Presentations

Norma Marrin, Business Manager/Policy Analyst, Office of Health Policy and Planning, presented an abbreviated review of the Scholarship and Loan Repayment Program and Shortage Designations

Karen E. Reed, M.A., Recruitment Manager, Office of Health Policy and Planning, Recruitment and Retention Services presented information on Virginia's recruitment activities.

Participants were provided folders that included comprehensive information/resources on the Scholarship and Loan Repayment Programs, Maps of areas designated as Health Professional Shortage Area, Primary Care, Dental and Mental, and areas designated as Virginia Medically Underserved Areas.

- Power Point presentations would be included on websites along with minutes:
<http://www.vdh.virginia.gov/primcare/center/hwac/hwac.asp>

Participants were informed of the following:

A copy of VDH, OHPP "Primary Care Workforce and Health Access Initiatives Annual Report will be posted on OHPP's website:
<http://www.vdh.virginia.gov/primcare/healthpolicy/reports/index.asp> .

V. Discussion/Suggested Future Activities Discussion

Group member were reminded of the ideas and initiatives that were identified at last years brainstorming session to address health workforce issues. Group members discussed suggestions for current initiatives. As the listing of ideas was not as comprehensive as last year, the group suggested forwarding all of the ideas for further consideration.

1. Consideration of possible tax exemption for state loan repayment program.
2. Consider obtaining money to match State Loan Repayment Program Funding.
3. Consider retention initiatives for nursing and the aging workforce, such as awards for attention – showcase, All HEDIS professions (best practices).
4. Consider reinstating Scholarship program with different criteria. Such as: award in 4th year or make award contingent upon completion of VA residency.
5. Consider studying what each of the health disciplines is doing to retain the aging workforce.
6. Consider initiatives to address language barrier to access.

The group members were invited to participate on an ongoing basis to move further the ideas that were identified. There were no volunteers. However, group members suggested the ideas be forwarded to the Commissioner to determine which activity initiatives to pursue.

VI. Future Meetings/Frequency/Duration

The group members indicated that the meeting was very informative and the presentations and materials presented was extremely valuable. The group discussed the composition and, frequency and duration of future meetings. The group considered the impact of a longer meeting day with more information, scheduling, etc. However, the collectively the group attendees thought that maintaining the current meeting format, timeframe would work best.

The meeting adjourned at approximately 12:30 p.m. The next meeting will be scheduled for August 2006.

Meeting notes submitted by:

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